



# United States Department of the Interior

## BUREAU OF LAND MANAGEMENT

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To: All California Employees

From: State Director

Subject: Commitment to a Harassment-Free Workplace

I am personally committed to a respectful workplace that is free from discrimination and harassment and provides equal employment opportunity for all employees.

Managers and supervisors in particular, will be held responsible and accountable for promoting and ensuring equal opportunity in our policies, programs and practices. I expect managers and supervisors to recognize behavior which might result in allegations of harassment and take a proactive and preventative approach to eliminate such behavior. When harassment is alleged, managers and supervisors shall attempt to resolve the matter in a prompt and equitable manner.

Management cannot achieve such a work environment alone. It is incumbent upon each employee to contribute to an organizational environment that fosters dignity and respect for all employees. All employees have a legal and ethical responsibility to refrain from unacceptable practices and conduct in the workplace, and to carry out the bureau's policies on a harassment-free workplace.

California-BLM will continue its commitment to provide an environment in which all persons can work together in an atmosphere free from all forms of harassment. For additional information, the following policies can be found on the BLM-CA EEO website:

- *WO-IB-2008-039* Policy on EEO and Zero Tolerance of Discrimination  
<http://web.ca.blm.gov/eo/assets/08EEOPolicy.pdf>
- *WO-IB-2008-040* Policy on Zero Tolerance of Sexual Harassment.  
<http://web.ca.blm.gov/eo/assets/08POSHPolicy.pdf>

If you have any questions, please contact the Equal Employment Opportunity Office at (916) 978-4490.

Signed by:

Mike Pool

State Director

Authenticated by:

Richard A. Erickson

Records Management